



OFFICE OF THE PRESIDENT  
BOROUGH OF MANHATTAN  
THE CITY OF NEW YORK

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Gale A. Brewer, Borough President

October 29, 2019

Tanya Bonner  
Member, Community Board 12

Re: EEO Complaint – Tanya Bonner v. Richard Lewis

Dear Ms. Bonner,

We are writing to inform you that the Manhattan Borough President's Office has concluded its review of the above-referenced complaint you filed March 14, 2019. We conducted a comprehensive investigation of the allegations you made in the complaint, including Mr. Lewis's actions to block you from the Assistant Chair position on the Business Development Committee and remove Ms. Debby Nabavian as Chair of the Traffic and Transportation Committee, as well as his demonstration of a pattern of disparate treatment toward women during public meetings. We have kept the investigation impartial and objective.

The complaint that Mr. Lewis blocked or removed you and Ms. Nabavian from leadership positions on the Board on the basis of gender was **substantiated** by the EEO Officers' investigation. During the course of this investigation, the EEO Officers also learned of the removal of Ms. Ayisha Oglivie as Chair of the Housing and Human Services Committee.

The complaint that Mr. Lewis has demonstrated a pattern of disparate treatment toward women during public meetings was also **substantiated** by our investigation.

Therefore, the Manhattan Borough President recommends the following remedial actions:

- Mr. Lewis should complete a training course that addresses the following topics:
  - How to create a more inclusive environment for women on the Community Board
  - The importance of gender diversity and representation of women in organizations
  - How to respect personal space in a work environment.
- Mr. Lewis should engage with Board leadership to ensure that women currently serving on the Community Board remain engaged and active participants.

The Borough President and the EEO Officers are available to assist Mr. Lewis in creating a more inclusive Community Board environment.

Thank you for bringing your concerns to our attention and for being patient while we addressed them. We want to assure you that the Manhattan Borough President's Office is committed to

protecting you from any retaliation as a result of your complaint and our investigation. Please call us if you feel you are being subjected to retaliation in any form.

To protect the privacy of everyone involved in this investigation, we have taken steps to handle this matter in confidence. We expect you to treat the information contained in this letter in the same manner.

Sincerely,



Lizette Chaparro  
EEO Officer



Gregory Lewis  
EEO Officer

cc: Gale A. Brewer, Manhattan Borough President